



ANTI-BULLYING PLAN

Every person at Sylvania High School has the right to learn and work within a safe, secure and inclusive environment. They also have the right to experience positive and respectful relationships between all members of the school community. We believe that teachers, students, parents, carers and members of the broader school community have a responsibility to work together to prevent and respond to bullying, harassment or discriminatory behaviour within a transparent and well-structured framework that promotes a safe, secure and inclusive environment.

POLICY STATEMENT

The NSW Department of Education requires all NSW public schools to have an Anti-Bullying Plan which details the strategies implemented to reduce student bullying behaviors.

The NSW anti-bullying website (see: <https://antibullying.nsw.gov.au/>) provides evidence-based resources and information for schools, parents and carers, and students. Schools are encouraged to visit the website to support whole-school prevention, early intervention and response approaches and strategies for student bullying behaviour.

PROCEDURES AND PROCESSES

Sylvania High School rejects all forms of bullying, harassment and discriminatory behaviour including cyber bullying. Our whole school approach includes both preventative and response strategies that is driven by evidence-informed practice, effective pedagogy and strong partnerships, and prioritises continuity of learning.

We strongly encourage students and parents and/or carers to notify staff about bullying, harassment or discriminatory behaviour. On notification of these concerns, our school community can be confident in knowing that the issues will be dealt with in a timely and sensitive manner.

Our school recognises that bullying, harassment and discriminatory behaviour:

- is less likely to occur in a positive environment and in a culture that promotes inclusion;
- is a shared responsibility between all staff, students, families and the wider society;
- requires the active involvement of staff, students and families to promote positive behaviour;
- can devalue, isolate and frighten individuals and groups;
- affect an individual's potential, sense of belonging, and advocacy; and
- can have long term negative effects on:
 - the students engaging in bullying, harassment or discriminatory behaviour;
 - the students who are the targets of bullying, harassment or discriminatory behaviour; and
 - the students who are bystanders.

Our school is committed to:

- maintaining a safe, secure and inclusive environment;
- providing a reporting mechanism to investigate and act upon complaints of bullying, harassment or discriminatory behaviour;
- promoting Anti-Bullying and Anti-Harassment strategies across the school; and
- promoting and sustaining a culture of respect, safety, and engagement.

ROLES AND RESPONSIBILITIES

Reports of bullying, harassment or discrimination of students or groups of students are taken seriously by all members of the school community. Our school rejects these behaviours in all their forms and is committed to maintaining and safe, respectful and inclusive school environment.

The Principal has a responsibility to:

- lead the school community in developing and successfully implementing the school's Anti-Bullying Plan and facilitate its annual review;
- promote whole-of-school positive student behaviour approaches and inform staff, including new and casual staff, about their responsibilities;
- provide teachers and other school staff with support and professional development regarding positive behaviour management approaches and interventions for bullying, harassment and discriminatory behaviour and
- monitor school-level data and information to identify patterns of student behaviour, including bullying behaviour, and initiate school action to respond (with support from school staff).

School executive, teachers, school learning support teams, student advisers and school support staff have a responsibility to:

- proactively manage student behaviour by accessing school and system supports for the student, as early as possible;
- have knowledge and understanding of school and departmental policies relating to bullying behaviour, including the school's *Anti-Bullying Plan* and *Behaviour Policy*;
- promote and model inclusive, respectful and culturally responsive school practices;
- promote school culture where bullying is not acceptable, and teach students to identify, report and respond to bullying at school and online;
- respond to and report any instances of bullying, harassment or discriminatory behaviour;
- support parents or carers and students to understand expectations and possible strategies to support positive behaviour and prevent, reduce or address bullying, harassment and discrimination; and
- provide curriculum and pedagogy that supports students to develop an understanding of bullying and its impact on individuals and the broader community.

Parents and carers have a responsibility to:

- work in partnership with the school to support their child to behave positively and respectfully when engaging with others both in person and online, and in resolving issues about their child's behaviour.
- communicate with school staff and the school community respectfully and collaboratively as consistent with the School Community Charter;

- have knowledge of the school's Anti Bullying Plan and assist their children in understanding the definition, impact and consequences of bullying, harassment and discriminatory behaviour.
- encourage their children to develop positive responses to incidences of bullying consistent with the Department's Behaviour Code for Students; and
- promptly report incidents of school related bullying behaviours to the school.

Students have a responsibility to:

- model expected behaviour as outlined in the Department's Behaviour code for students;
- follow the school's Anti Bullying Plan;
- show respect to other students, teachers, school staff and community members;
- follow school Behaviour Expectations and follow the directions of their teachers;
- act in a courteous and respectful way that makes all members of the school community feel valued, included and supported;
- resolve conflict respectfully, calmly and fairly;
- not bully, harass, intimidate, or discriminate against anyone in our school;
- behave as responsible digital citizens;
- behave as responsible upstanders;
- report incidents of bullying
- take action if they know someone is being bullied;
- offer support by talking to the student; and
- encourage the student to report the incident to a member of staff.

PREVENTING BULLYING, HARRASSMENT or DISCRIMINATORY BEHAVIOUR

When students feel empowered to tell adults when bullying occurs, to create opportunities for positive relationships and make commitments not to engage in bullying behaviours, they can establish a positive peer culture that makes a huge contribution to the school culture as a whole and will reduce bullying. Our students are encouraged to actively participate in school-based initiatives that address bullying, harassment and discriminatory behaviour. The following strategies promote respect, positive relationships and celebrate pro-social behaviour to help prevent bullying, harassment and discriminatory behaviours.

RESPONDING to BULLYING, HARRASSMENT or DISCRIMINATORY BEHAVIOUR

Reports of bullying, harassment or discrimination of students or groups of students are taken seriously by all members of the school community. Our school rejects these behaviours in all their forms and is committed to maintaining and safe, respectful and inclusive school environment. The responses to reports of these behaviours of concern differ according to the role and responsibilities of staff across the school.

Classroom teachers, Student Advisers, Executive and Senior Executive all have significant roles in responding to bullying behaviour. It is critical that the processes below are followed by all staff to ensure the bullying behaviour is addressed in a timely, restorative and appropriate manner.

Additional contact information & Resources for students and parents

- Kids Helpline: 1800 551 800
- Headspace: (02) 9575 1500
- Lifeline: 13 11 14
- Police Youth Engagement Officer – Sutherland Police Station (02) 9542 0899
- <https://education.nsw.gov.au/schooling/schooling-initiatives/anti-bullying/parents-and-carers/my-child-is-being-bullied#Steps1> If your child is being bullied (DoE Resource)
- https://education.nsw.gov.au/content/dam/main-education/student-wellbeing/attendance-behaviour-and-engagement/anti-bullying/factsheets/Antibullying_Fact_Sheet_-_Parents_and_carers_tips.pdf Parents and carers tips
- <https://www.esafety.gov.au/parents> safety for parents
- <https://www.esafety.gov.au/key-topics/cyberbullying/report-cyberbullying>
- <https://kidshelpline.com.au/>
- <https://www.beyondblue.org.au/>
- www.ruok.org.au
- <https://bullyingnoway.gov.au/>